

Educational Assistance Program

STRIDE academy wishes to support staff members who also wish to continue their education to secure increased responsibility and growth within their professional careers. In keeping with this philosophy, the school has established a reimbursement program for expenses incurred through approved learning institutions. If you are full-time staff and have been asked to pursue a degree or have been reassigned to a different teaching subject, you may be eligible for participation in this program.

STRIDE Academy will reimburse the credit cost up to a maximum of \$10,000 for expenses incurred by an employee for continuing their education, ending in a successful degree and licensure. You must secure a passing grade of "C" or its equivalent or obtain certification or provide a reasonable explanation for a lower grade (as approved by the Executive Director) to receive any reimbursement. Expenses must be validated by receipts, and a copy of the final transcript grade card or certification must be presented to show the hours or certification received.

Enrollment in the Educational Assistance Program means the employee agrees to teach for STRIDE Academy for a minimum of five years. Over the course of those five years, STRIDE Academy will reimburse the employee an amount equal to 20% of the total degree/certification cost per year for each remaining year of the five-year period that they are employed at STRIDE Academy. The teacher will not be penalized if failure to teach the required class(es) during the 5-year period is caused by a reduction in force or layoff, conducted by STRIDE Academy. If the employee is terminated for gross misconduct, is not renewed, or the employee voluntarily leaves employment the organization, the employee forfeits any future reimbursement during the 5-year period.

To receive tuition reimbursement, STRIDE Academy should follow the procedures listed here:

1. A written request including the college/university or program information, classes required and costs, should be provided to the Executive Director prior to enrollment.
2. Upon written approval of the Executive Director, the teacher can then enroll in the certification / degree program.
3. After completion of the certification/ degree, the employee should resubmit the original requests along with receipts and evidence of a passing grade or certification attached.
4. The Executive Director will then coordinate the reimbursement with the payroll department at the rate of 20% per year for a 5 year period.

Any questions or comments should be directed to the Executive Director.